Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 5, Issue 1, January 2002

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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Le Bulletin existe également en français.

SUMMARIES

Government of Canada *and* Professional Institute of the Public Service of Canada

- 6,630 employees in the Auditing, Commerce and Purchasing Group, and the Health Services Group, Canada-wide, reached two agreements which expire in 2003
- wage adjustments of 3.2 per cent in 2000, 2.8 per cent in 2001 and 2.5 per cent in 2002
- registration fees are paid to professional associations for Auditing employees when required in the performance of duties
- improvements in various recruitment and retention allowances for various Health Services employees
- two additional paid days off per year

continued

Canada

Algoma Steel Inc. *and* **United Steelworkers of America**

- eight months prior to the expiry of the agreement on July 31, 2002, 3,800 production, maintenance, service and clerical employees in Sault Ste. Marie, Ontario, reached a 32-month agreement which expires July 31, 2004
- all creditor groups had to agree to this restructuring agreement prior to it going to the union membership for a vote
- wage adjustment on December 1, 2001, decreases wages—including bonuses, to 85 per cent of those in effect on August 1, 2001
- wage adjustments on June 1, 2002, increase wages—including bonuses, to 91 per cent of those in effect on August 1, 2001; on December 1, 2002, to 92.5 per cent plus any cost-of-living fold-in from August 1, 2002; on June 1, 2003, to 93.5 per cent plus any cost-of-living fold-in from August 1, 2002; on December 1, 2003, to 100 per cent plus any cost-of-living fold-in from August 1, 2002 and August 1, 2003
- vacation entitlement is reduced and vacation bonus is suspended for the term of the agreement
- performance incentive payment bonus freeze is continued
- retiree transition (three years) allows for those eligible to begin drawing on their pension while continuing to work at a reduced salary, 80 per cent of the new wage scale while collecting their pension
- in contributing to the restructuring, union members are to receive $10 million through profit sharing in each of 2004 and 2005, as well as an option of a 20 per cent ownership in the new company; down from 25 per cent as provided before the restructuring

Pratt and Whitney Canada Inc. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- three months prior to the expiry of the agreement on February 28, 2002, 2,630 plant and maintenance employees in Montréal, Quebec, reached a 36-month agreement which expires on February 28, 2005
- signing bonus of $1,000 with the provision that, for every $1.00 of the bonus put into the Savings Plan, the employer will contribute an additional 50¢
- $1.08 of the current cost-of-living float of $1.12 will be folded into the base rate and the remaining 4¢ will stay as a float and be combined with any cost-of-living adjustments during the term of the agreement
- wage adjustments of 40¢ per hour in each of the three years
- Savings Plan improved by an additional $5.00 to the maximum amount contributed in the first year, bringing the maximum amount an employee can contribute to $60 by the third year
- pension improvements include an increase to the basic benefit of $7.00 per month per year of service to $52 by March 2004 and two early retirement windows during which employees 58 years of age with a minimum of 10 years of service can retire with an unreduced pension and improved bridging, as well as a special incentive of up to 20 weeks of pay
- improvements in dental, vision care and drug plans, employee and dependent life insurance coverage and short- and long-term disability benefits

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
NOVA SCOTIA		
Government of Canada, Halifax **0660408**	Various construction unions (620 ship maintenance employees)	Dec. 12/2001 •••••••••••• Jan. 11/2002 - Dec. 31/2003
NEW BRUNSWICK		
Mechanical Contractors Association of New Brunswick Inc., province-wide **0268210**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,200 plumbers and pipefitters)	Oct. 1/2001 •••••••••••• Oct. 1/2001 - June 30/2003
QUEBEC		
Association des transporteurs de la région de Montréal, Montréal **0339006**	Intl. Brotherhood of Teamsters (150 warehouse employees and truck drivers)	Nov. 10/2001 •••••••••••• Oct. 1/2001 - Sept. 30/2006
City of Trois-Rivières, Trois-Rivières **0951104**	Syndicat national catholique des employés municipaux de Trois-Rivières inc. (100 outside employees)	Dec. 21/2001 •••••••••••• Jan. 1/1997 - Dec. 31/2002
√ Coca-Cola Bottling Ltd., Montréal and Lachine **0064507**	Intl. Brotherhood of Teamsters (450 plant and maintenance employees)	Oct. 28/2001 •••••••••••• July 30/2001 - July 29/2005
√ Montréal Airports, Montréal **1008203**	Centrale des syndicats démocratiques (200 service and maintenance employees)	Nov. 25/2001 •••••••••••• Nov. 26/2001 - March 31/2005
Pratt and Whitney Canada Inc., Longueuil, Boucherville and St-Hubert **0190207**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (2,630 plant and maintenance employees)	Dec. 16/2001 •••••••••••• March 1/2002 - Feb. 28/2005
Société Hostess Frito-Lay, Lévis **1150402**	Bakery, Confectionery, Tobacco and Grain Intl. Union (370 production employees)	Dec. 15/2001 •••••••••••• Jan. 10/2002 - May 27/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
QUEBEC (continued)		
√ Télébec Ltée., various locations **1053103**	Intl. Brotherhood of Teamsters (160 technical, service and maintenance employees)	Nov. 25/2001 ************ Nov. 25/2001 - July 22/2006 Reopener: July 24/2004
√ TELUS Communications (Québec) inc., province-wide **1026702**	Syndicat des agents de maîtrise de Québec-Téléphone (490 scientific and other professional employees)	Nov. 15/2001 ************ Nov. 30/2001 - March 31/2005 Reopener: March 31/2003
√ Université du Québec à Chicoutimi, Chicoutimi **1070602**	Fédération nationale des enseignantes et enseignants du Québec (700 instructors/ tutors/lecturers)	Nov. 5/2001 ************ June 1/2000 - Dec. 31/2003 Reopener: Dec. 31/2002
√ Université Laval, Québec **0524307**	Syndicat des professeurs et professeures de l'Univerisité Laval (1,160 professors)	Nov. 28/2001 ************ Dec. 1/1999 - May 31/2004 Reopener: May 31, 2003
ONTARIO		
Algoma Steel Inc., Sault Ste. Marie **1023204**	United Steelworkers of America (630 administrative, technical, service and maintenance employees)	Dec. 21/2001 ************ Dec. 1/2001 - July 31/2004
Algoma Steel Inc., Sault Ste. Marie **1053304**	United Steelworkers of America (3,150 production employees)	Dec. 21/2001 ************ Dec. 1/2001 - July 31/2004
√ Atomic Energy of Canada Limited, Chalk River **0987504**	Professional Institute of the Public Service of Canada (400 scientific and other professional employees)	Sept. 28/2001 ************ July 1/2000 - June 30/2003
√ Boeing Toronto Ltd., Mississauga and Malton **0191907**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (740 plant, maintenance, office and clerical employees)	Nov. 21/2001 ************ Oct. 28/2001 - Oct. 27/2004
√ Carpenters' Employer Bargaining Agency, province-wide **0275409**	United Brotherhood of Carpenters and Joiners of America (12,000 carpenters, drywall, etc. employees)	June 19/2001 ************ May 1/2001 - April 30/2004
√ CFTO-TV, Division of CTV Television Inc., Toronto **0392508**	Communications, Energy and Paperworkers Union of Canada (360 broadcast employees)	April 9/2001 ************ Jan. 1/2001 - Dec. 31/2003

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	ONTARIO (continued)		
√	Conseil des écoles catholiques de langue française du Centre-Est, Ottawa **1127503**	Association des enseignantes et des enseignants franco-ontariens (750 elementary teachers)	Nov. 15/2001 ************ Sept. 1/2001 - Aug. 31/2004
√	Construction Association of Thunder Bay, Thunder Bay and area **0253807**	United Brotherhood of Carpenters and Joiners of America (350 carpenters)	Aug. 20/2001 ************ June 11/2001 - April 30/2004
√	House of Commons of Canada, Ottawa **0882707**	House of Commons Security Service Employees Association (260 security guards)	Nov. 6/2001 ************ June 1/2000 - May 31/2003
√	Hiram Walker and Sons Limited, Walkerville **0062807**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (260 plant and maintenance employees)	Sept. 8/2001 ************ Jan. 3/2002 - Jan. 2/2005
	Hydro One Inc., province-wide **1256402**	Society of Energy Professionals (1,000 scientific, professional and administrative employees)	Dec. 12/2001 ************ Jan. 1/2002 - Dec. 31/2002
	Laidlaw Transit Ltd., Barrie and Orillia **0381907**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 bus drivers)	Nov. 12/2001 ************ Sept. 1/2001 - Aug. 31/2003
	Lear Corporation, Kitchener **0173507**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (750 plant and maintenance employees)	Dec. 10/2001 ************ Jan. 1/2002 - Dec. 31/2004
	Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276408**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (750 service and maintenance employees)	July 3/2001 ************ July 3/2001 - April 30, 2004
√	Operating Engineers Employer Bargaining Agency, province-wide **0276607**	Intl. Union of Operating Engineers (3,000 operating engineers)	July 23/2001 ************ July 9/2001 - April 30/2004
	Trillium Lakelands District School Board, Lindsay and area **1190203**	Ontario Secondary School Teachers' Federation (450 secondary teachers)	Dec. 17/2001 ************ Sept. 1/2001 - Aug. 31/2004 Reopener: Aug. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Utility Contractors' Association of Ontario Incorporated, province-wide **0269808**	Laborers' Intl. Union of North America (2,100 labourers)	June 23/2001 ************ May 1/2001 - April 30/2004
MANITOBA		
Manitoba Masonry Contractors Association, province-wide **0855506**	Intl. Union of Bricklayers and Allied Craftworkers (220 masonry employees)	June 27/2001 ************ May 1/2001 - April 30/2004
√ University of Manitoba, Winnipeg **0532008**	University of Manitoba Faculty Association (1,100 professors and librarians)	Nov. 27/2001 ************ Oct. 26/2001 - March 31/2004
SASKATCHEWAN		
√ IMC Esterhazy Canada Limited Partnership, Esterhazy **0024507**	Communications, Energy and Paperworkers Union of Canada (660 mine, mill, office and clerical employees)	Nov. 27/2001 ************ Feb. 1/2001 - Jan. 31/2004
√ Saskatchewan Association of Health Organizations, province-wide **1224602**	Service Employees Intl. Union (9,850 service and maintenance employees)	Dec. 21/2001 ************ April 1/2001 - March 31/2004
Saskatchewan Transportation Company, Regina **0372807**	Amalgamated Transit Union (210 bus drivers, service and maintenance employees)	Oct. 1/2001 ************ Jan. 1/2001 - Dec. 31/2004
ALBERTA		
√ General Presidents' Maintenance Committee for Canada, Mildred Lake, Tar Island and Fort Saskatchewan **0883607**	Various construction unions (930 service and maintenance employees)	Dec. 6/2001 ************ Jan. 1/2002 - Dec. 31/2004
√ Governors of the University of Calgary, Calgary **0533113**	Alberta Union of Provincial Employees (2,600 support employees)	Nov. 30/2001 ************ April 1/2001 - March 31/2002
√ Shell Canada Limited, Waterton Complex, Pincher Creek **1133102**	Communications, Energy and Paperworkers Union of Canada (100 plant and maintenance employees)	Nov. 2/2001 ************ Feb. 1/2001 - Jan. 31/2004

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	BRITISH COLUMBIA		
√	Cara Operations Ltd., Vancouver Intl. Airport, Vancouver **1236703**	Hotel Employees and Restaurant Employees Intl. Union (250 restaurant employees)	Dec. 7/2001 ************ Oct. 1/2001 - Sept. 30/2002
√	Council of Marine Carriers, West Coast **0311008**	Cdn. Merchant Service Guild (700 licensed personnel)	Dec. 21/2001 ************ Dec. 21/2001 - Sept. 30/2003
√	Council of Marine Carriers West Coast **0311207**	Intl. Longshore and Warehouse Union-Canada (410 unlicensed personnel)	Dec. 21/2001 ************ Dec. 21/2001 - Sept. 30/2003
√	Government of Canada, West Coast **0661108**	Various construction unions (560 ship maintenance employees)	Nov. 6/2001 ************ Oct. 1/2000 - Sept. 30/2003
√	Lilydale Co-operative Limited, Abbotsford **0027508**	United Food and Commercial Workers Intl. Union (230 plant and maintenance employees)	Dec. 19/2001 ************ July 1/2001 - June 30/2003
√	Okanagan Federated Shippers Labour Relations Association, Kelowna **0419707**	United Food and Commercial Workers Intl. Union (1,040 plant and maintenance employees)	Dec. 19/2001 ************ Sept. 1/2001 - Aug. 31/2004
√	Post-Secondary Employers' Association, province-wide **1183903**	College Institute Educators' Association and British Columbia Government and Service Employees Union (6,500 post-secondary teachers)	Dec. 6/2001 ************ April 1/2001 - March 31/2004
√	Westcoast Energy Inc., Fort St. John **0379210**	Cdn. Pipeline Employees' Association (210 technical employees)	Nov. 22/2001 ************ April 1/2001 - March 31/2005 Reopener: Dec. 31/2003
	NORTHWEST TERRITORIES		
	Government of Northwest Territories, territory-wide **1232702**	Northwest Territories Teachers' Association (460 elementary and secondary teachers)	Nov. 6/2001 ************ Sept. 1/2001 - Aug. 31/2003
	NUNAVUT		
	Town of Iqaluit, Iqaluit **1018703**	Public Service Alliance of Canada (100 inside and outside employees)	July 14/2001 ************ July 1/1999 - June 30/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE		
√ Air Canada Regional Inc., system-wide **1271901**	Air Line Pilots Association Intl. (1,500 pilots)	Dec. 21/2001 ************ Jan. 1/2002 - Dec. 31/2004
√ Air Canada Regional Inc., system-wide **1272001**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (870 aircraft maintenance employees)	Dec. 7/2001 ************ Oct. 1/2001 - Sept. 30/2004 Reopener: Sept. 30/2003
Canadian Broadcasting Corporation, Canada-wide, except Québec and New Brunswick **0982203**	Communications, Energy and Paperworkers Union of Canada (1,670 technical employees, general tradesmen and security guards)	Dec. 30/2001 ************ Dec. 31/2001 - June 30/2003
Canadian Film and Television Production Association, system-wide **1097502**	ACTRA National (6,700 performers)	Dec. 14/2001 ************ Jan. 1/2002 - Dec. 31/2003
Government of Canada, Canada-wide **1230702**	Professional Institute of the Public Service of Canada (4,690 commerce officers, purchasers and auditors)	Dec. 17/2001 ************ Dec. 19/2001 - June 21/2003
Government of Canada, Canada-wide **1237902**	Professional Institute of the Public Service of Canada (1,940 nurses and health and social care professional employees)	Dec. 24/2001 ************ Dec. 24/2001 - Sept. 30/2003
Government of Canada, Canada-wide **1186403**	Professional Institute of the Public Service of Canada (2,670 scientific and other professional employees)	Dec. 10/2001 ************ Dec. 12/2001 - Sept. 30/2003
√ National Grocers Co. Ltd., Southern Ontario and various locations, Quebec **0418906**	Intl. Brotherhood of Teamsters (350 warehouse employees and truck drivers)	Nov. 10/2001 ************ Oct. 1/2001 - Sept. 30/2009
Pipe Line Contractors Association of Canada, Canada-wide **0271408**	Intl. Union of Operating Engineers (350 operating engineers)	Sept. 28/2001 ************ May 1/2001 - April 30/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
•Government of Canada	Various unions	5,330	B/CO	Mar. 00-Nov. 01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	B/MED	Oct. 00-June 01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sept. 00
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	CO/B	Oct./Dec. 01
•CN Rail	Various unions	5,230	PCB/TENT	June 01
•VIA Rail	BLE	500	MED	Dec. 00
•Government of Newfoundland and Labrador	Nurses	5,000	B	June 01
•Government of Newfoundland and Labrador	Teachers	8,000	B/CO	Aug. 01
•Government of Nova Scotia	N.S. Government Employees Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	Teachers	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (Education)	2,500	CO	Mar. 01
•Bombardier (Que.)	IAM	8,000	B	Nov. 01
•Government of Ontario	AMAPCEO and OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	Various
• MTS Communications (Man.)	IBEW	1,050	B	Jan. 02
• Saskatchewan Association of Health Organizations	Nurses	8,400	B	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
•B.C. Public Schools Employers Assn.	Teachers	45,000	MED	Mar. 01

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM DECEMBER 21, 2001 TO JANUARY 24, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Canadian Broadcasting Corporation, Canada-wide Communications, Energy and Paperworkers Union of Canada	Wages and overtime	1,600	Dec. 6, 2001	Dec. 31, 2001
Men's Clothing Manufacturers' Association, Montréal area, Que. Union of Needletrades, Industrial and Textile Employees	Wages	3,200	Dec. 14, 2001	Jan. 12, 2002
City of Windsor, Windsor, Ontario Canadian Union of Public Employees	Wages and benefits	1,100	Jan. 14, 2002	
Canada Post, Canada-wide Public Service Alliance of Canada	Wages and job security	2,800	Jan. 16, 2002	Jan. 23, 2002 (Tentative Settlement)

Calendars of Collective Agreements Expiries and Reopeners

*The **2002** Calendar listings for*
MAJOR (500 +) and SMALL (100 to 499) Bargaining Units

are available on the
Workplace Information Directorate Web site at

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by e-mail, by mail or by fax).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; information on innovative workplace practices in Canada resulting from collective bargaining; a quarterly calendar of major collective agreement expiries and reopeners; and, a chronological perspective on work stoppages in Canada. It also features articles or case studies on pertinent industrial relations matters. Annual subscription: Canada, $125 plus 7% GST ($133.75); other countries, U.S. $125.

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages in Canada. In addition, a listing of formal and up-to-date reports of major settlements is provided and copies are available upon request. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

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SUMMARIES

Canadian Broadcasting Corporation *and* **Association des Réalisateurs**

- 380 broadcast employees, province-wide, Quebec and Moncton, New Brunswick, signed a 23-month agreement which runs to December 12, 2003
- lump-sum payment of $4,000
- wage adjustments of 3.5 per cent on December 3, 2001, 3.0 per cent on February 1, 2002, and 2.0 per cent on January 1, 2003
- contractual employees have an option to join the pension plan
- six weeks vacation leave after 25 (previously 27) years

continued

Canada

Bruce Power LP and Bruce Power Inc. *and* **Canadian Union of Public Employees**

- 2,350 technical, maintenance, office and clerical employees (previously covered under Ontario Power Generation collective agreement), in Port Elgin, Ontario, reached a 24-month agreement which expires on December 31, 2003
- wage adjustments of 3.1 per cent on January 1, 2002, and 4.0 per cent on January 1, 2003
- no involuntary layoffs will occur over the life of the agreement
- on January 1, 2002, parental leave of three weeks 'top-up' to 93 per cent of wages and on January 1, 2003, five weeks up to 93 per cent of wages
- improvements in safety shoes, uniform cleaning and meal allowances
- major improvements in health and welfare benefits
- establishment of a joint job-rating system committee

New Dominion Stores, Division of A&P *and* **United Steelworkers of America**

- 6,500 full- and part-time retail employees, various centres in Southern Ontario, reached a 36-month agreement which runs to July 10, 2004
- wage adjustments of 30c per hour on July 8, 2001, July 7, 2002, and July 6, 2003
- improvements in the pension plan benefits to provide $38.00 per month on March 1, 2002 and $40.00 per month on March 1, 2003
- employer contributes a minimum of 3c and up to 5c per hour worked for a legal assistance plan
- effective March 1, 2002, a retirement plan for part-time employees to be established within full-time employees plan
- employees electing early retirement may continue employer-paid major medical, prescription drugs, and vision care benefits with coverage until age 65
- in the event of plant closure, full- and part-time employees with five or more years of service, who opt to leave employment, shall receive severance pay to a maximum of 26 weeks

Government of New Brunswick *and* **New Brunswick Public Employees Association**

- 3,300 administrative services employees, province-wide, New Brunswick, reached a 48 month agreement which expires December 31, 2004
- wage adjustments for Officers 1 and 2 of $15.00 bi-weekly on January 1, 2001, $10.00 on July 1, 2001, $15.00 on January 1, 2002, $10.00 on July 1, 2002 and July 1, 2003, $15.00 on January 1, 2004, and $10.00 on July 1, 2004
- wage adjustments for Officers 3, 4, and 5 of 1.5 per cent on January 1, 2001, 0.5 per cent on July 1, 2001, January 1 and July 1, 2002, 1.5 per cent on January 1, 2003, 0.5 per cent on July 1, 2003, 1.5 per cent on January 1, 2004, and 0.5 per cert on July 1, 2004
- in addition, on September 1, 2001, there are special adjustments of 2.73 per cent for Officer 3 and 2.65 per cent for Officer 4
- weekend premium of 75c per hour is introducec

University of Québec *and* **Canadian Union of Public Employees**

- 1,450 support employees in Montréal, Quebec, reached a 48-month agreement which runs to May 31, 2004
- lump-sum payment of $500 for employees with 10 or more years of service
- wage adjustments of 1.5 per cent retroactive to January 1, 1999, resulting from a wage reopener in the previous agreement, 2.5 per cent on December 1, 2000 and 2001, and similar adjustments as received in the public and parapublic sectors for 2002 and 2003
- health and safety budgets have been increased to $50,000 in the first year and to $80,000 for each of the following years for improvements in ergonomics for employees

continued

District of Saanich *and* **Canadian Union of Public Employees**

- 1,100 inside and outside employees in Saanich, British Columbia, reached a 36 month agreement which expires December 31, 2004
- wage adjustments of 39c per hour on January 1, 2002, 2.5 per cent on January 1, 2003, and 2.0 per cent on January 1, 2004
- cost-of-living allowance is introduced, triggered at 2.0 per cent in 2001, 2.5 per cent in 2002, and 2.0 per cent in 2003 and capped at 3.0 per cent
- improvements in vacation leave, various allowances, extended health benefits and dental plan
- upon death of employee, spouse and/or dependants may continue medical, extended health and dental plan coverage

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date •••••••••••• Term of Contract
	NOVA SCOTIA		
√	Construction Management Bureau Limited, mainland **0250206**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (750 plumbers and pipefitters)	Dec. 18/2001 •••••••••••• Oct. 2/2001 - April 30/2006
√	Government of Canada, Halifax **0660408**	Various construction unions (620 ship maintenance employees)	Dec. 12/2001 •••••••••••• Jan. 11/2002 - Dec. 31/2003
	NEW BRUNSWICK		
	Government of New Brunswick, province-wide **1081602**	New Brunswick Public Employees Association (3,300 administrative and support employees)	Jan. 18/2002 •••••••••••• Jan. 1/2001 - Dec. 31/2004
√	Mechanical Contractors Association of New Brunswick Inc., province-wide **0268210**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (1,200 plumbers and pipefitters)	Oct. 1/2001 •••••••••••• Oct. 1/2001 - June 30/2003
	QUEBEC		
√	Alcan Smelters and Chemicals Ltd., Jonquière and other centres **0157709**	Fédération des syndicats du secteur aluminium inc. (3,835 hourly-rated, general tradesmen, office and clerical employees and security guards)	Jan. 28/2002 •••••••••••• Jan. 1/2002 - Dec. 31/2006 Reopener: Dec. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
QUEBEC (continued)		
Associated Clothing Manufacturers of the Province of Québec, Montréal **0090507**	Union of Needletrades, Industrial and Textile Employees (3,200 production employees)	Jan. 14/2002 ************ Feb. 15/2002 - Nov. 30/2005
√ Association des transporteurs de la région de Montréal, Montréal **0339006**	Intl. Brotherhood of Teamsters (150 warehouse employees and truck drivers)	Nov. 10/2001 ************ Oct. 1/2001 - Sept. 30/2006
√ City of Trois-Rivières, Trois-Rivières **0951104**	Syndicat national catholique des employés municipaux de Trois-Rivières inc. (100 outside employees)	Dec. 21/2001 ************ Jan. 1/1997 - Dec. 31/2002
√ Pratt and Whitney Canada Inc., Longueuil, Boucherville and St-Hubert **0190207**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (2,630 plant and maintenance employees)	Dec. 16/2001 ************ March 1/2002 - Feb. 28/2005
√ Société Hostess Frito-Lay, Lévis **1150402**	Bakery, Confectionery, Tobacco and Grain Intl. Union (370 production employees)	Dec. 15/2001 ************ Jan. 10/2002 - May 27/2006
ONTARIO		
√ Algoma Steel Inc., Sault Ste. Marie **1023204**	United Steelworkers of America (630 administrative, technical, service and maintenance employees)	Dec. 21/2001 ************ Dec. 1/2001 - July 31/2004
√ Algoma Steel Inc., Sault Ste. Marie **1053304**	United Steelworkers of America (3,150 production employees)	Dec. 21/2001 ************ Dec. 1/2001 - July 31/2004
Bruce Power LP and Bruce Power Inc., province-wide **1283301**	Cdn. Union of Public Employees (2,350 general tradesmen, office and clerical employees)	Jan. 31/2002 ************ Jan. 1/2002 - Dec. 31/2003
CSD des écoles catholiques du Sud-Ouest, Essex and area **1193302**	Association des enseignantes et des enseignants franco-ontariens (450 elementary and secondary teachers)	Jan. 11/2002 ************ Sept. 1/2001 - Aug. 31/2004
Conseil scolaire du district catholique Centre-Sud, Toronto **1282801**	Association des enseignantes et des enseignants franco-ontariens (540 elementary teachers)	Jan. 30/2002 ************ Sept. 1/2001 - Aug. 31/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
Conseil scolaire du district catholique Centre-Sud, Toronto **1282901**	Association des enseignantes et des enseignants franco-ontariens (140 secondary teachers)	Jan. 30/2002 ************ Sept. 1/2001 - Aug. 31/2004
Conseil scolaire du district catholique Franco-Nord, North Bay and area **1283201**	Association des enseignantes et des enseignants franco-ontariens (180 elementary teachers)	Jan. 31/2002 ************ Sept. 1/2001 - Aug. 31/2004
Conseil scolaire du district catholique Franco-Nord, North Bay and area **1283101**	Association des enseignantes et des enseignants franco-ontariens (100 secondary teachers)	Jan. 31/2002 ************ Sept. 1/2001 - Aug. 31/2004
Conseil scolaire de district du Grand Nord de l'Ontario, Sudbury and area **1192602**	Association des enseignantes et des enseignants franco-ontariens (210 secondary teachers)	Jan. 31/2002 ************ Sept. 1/2001 - Aug. 31/2004
Embassy Suites Hotel, Markham **1142903**	United Food and Commercial Workers Intl. Union (300 hotel and restaurant employees)	Jan. 30/2002 ************ Dec. 1/2001 - Nov. 30/2004
√ Hydro One Inc., province-wide **1256402**	Society of Energy Professionals (1,000 scientific, professional and administrative employees)	Dec. 12/2001 ************ Jan. 1/2002 - Dec. 31/2002
Imperial Parking Limited, Toronto **0380308**	Service Employees Intl. Union (110 parking attendants)	Jan. 16/2002 ************ Jan. 2/2002 - Dec. 31/2004
√ Kodak Canada Inc., Toronto **0245308**	Employees' Association of Kodak Canada (620 plant and maintenance employees)	Jan. 1/2002 ************ Nov. 13/1997 - Nov. 3/2002
Laidlaw Transit Ltd., Barrie and Orillia **0381907**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 bus drivers)	Nov. 12/2001 ************ Sept. 1/2001 - Aug. 31/2003
√ Lear Corporation, Kitchener **0173507**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (750 plant and maintenance employees)	Dec. 10/2001 ************ Jan. 1/2002 - Dec. 31/2004
√ Limestone District School Board, Kingston and area **1124403**	Ontario Secondary School Teachers' Federation (550 secondary teachers)	Dec. 19/2001 ************ Sept. 1/2001 - Aug. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
New Dominion Stores, Division of A&P, province-wide **0426607**	United Steelworkers of America (6,500 retail employees)	Jan. 13/2002 ********** July 8/2001 - July 10/2004
√ Ontario Hospital Association, province-wide **0913305**	Ontario Nurses' Association (25,386 nurses)	Jan. 14/2002 ********** April 1/2001 - March 31/2004
Ontario Power Generation Inc. province-wide **1235902**	Cdn. Union of Public Employees (6,875 general tradesmen, office and clerical employees)	Oct. 3/2001 ********** Jan. 1/2002 - March 31/2006
√ Ontario Refrigeration and Air Conditioning Contractors Association, province-wide **0276408**	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (750 service and maintenance employees)	July 3/2001 ********** July 3/2001 - April 30, 2004
√ Ottawa-Carleton District School Board, Ottawa and area **1179802**	Ontario Secondary School Teachers' Federation (700 plant and maintenance employees)	Jan. 28/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Trillium Lakelands District School Board, Lindsay and area **1190203**	Ontario Secondary School Teachers' Federation (450 secondary teachers)	Dec. 17/2001 ********** Sept. 1/2001 - Aug. 31/2004 Reopener: Aug. 31/2002
√ University of Toronto, Toronto **0526809**	Cdn. Union of Public Employees (2,860 instructors, tutors, lecturers and teaching assistants)	Jan. 24/2002 ********** Sept. 1/2001 - April 30/2005
√ Utility Contractors' Association of Ontario Incorporated, province-wide **0269808**	Laborers' Intl. Union of North America (2,100 labourers)	June 23/2001 ********** May 1/2001 - April 30/2004
√ Waterloo Catholic District School Board, Kitchener and area **1245102**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (180 service and maintenance employees)	Dec. 21/2001 ********** Sept. 1/2001 - Aug. 31/2004
MANITOBA		
√ City of Winnipeg, Winnipeg **0721908**	Winnipeg Police Association (1,480 police officers, office and clerical employees)	Jan. 23/2002 ********** Dec. 24/2000 - Dec. 23/2002

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
	MANITOBA (continued)		
	Frontier School Division No. 48, Winnipeg **0496310**	Manitoba Teachers' Society (440 elementary and secondary teachers)	Dec. 19/2001 ************ July 1/2000 - June 30/2002
√	Manitoba Masonry Contractors Association, province-wide **0855506**	Intl. Union of Bricklayers and Allied Craftworkers (220 masonry employees)	June 27/2001 ************ May 1/2001 - April 30/2004
	SASKATCHEWAN		
	Potash Corporation of Saskatchewan Inc., Allan **0023107**	United Steelworkers of America (210 mine employees)	Jan. 24/2002 ************ May 1/2000 - April 30/2002
	Saskatchewan Transportation Company, Regina **0372807**	Amalgamated Transit Union (210 bus drivers, service and maintenance employees)	Oct. 1/2001 ************ Jan. 1/2001 - Dec. 31/2004
	ALBERTA		
√	GlobeGround North America Inc., Calgary **1002804**	Intl. Association of Machinists and Aerospace Workers (170 aircraft maintenance and passenger agents)	Jan. 16/2002 ************ Jan. 1/2001 - July 31/2003
√	Smurfit Calgary **1157703**	Communications, Energy and Paperworkers Union of Canada (140 production employees)	Jan. 14/2002 ************ Sept. 1/2001 - Aug. 31/2004
√	Smurfit, Edmonton **1135703**	Communications, Energy and Paperworkers Union of Canada (100 production employees)	Jan. 14/2002 ************ Sept. 1/2001 - Aug. 31/2004
	BRITISH COLUMBIA		
√	British Columbia Public School Employers' Association, province-wide **1033003**	British Columbia Teachers' Federation (45,000 elementary and secondary teachers)	Jan. 27/2002 ************ July 1/2001 - June 30/2004
	NORTHWEST TERRITORIES		
	Government of Northwest Territories, territory-wide **1232702**	Northwest Territories Teachers' Association (460 elementary and secondary teachers)	Nov. 6/2001 ************ Sept. 1/2001 - Aug. 31/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NUNAVUT		
Town of Iqaluit, Iqaluit **1018703**	Public Service Alliance of Canada (100 inside and outside employees)	July 14/2001 ********** July 1/1999 - June 30/2003
MULTIPROVINCE		
Air Canada Regional Inc., system-wide **1272101**	Intl. Brotherhood of Teamsters (1,050 flight attendants)	Jan. 21/2002 ********** June 1/2001 - Dec. 31/2004
Canadian Broadcasting Corporation, province-wide, Quebec and Moncton, New Brunswick **1044202**	Association des réalisateurs (380 broadcast and TV employees)	Jan. 14/2002 ********** Jan. 14/2002 - Dec. 12/2003
√ Canadian Broadcasting Corporation, Canada-wide, except Québec and New Brunswick **0982203**	Communications, Energy and Paperworkers Union of Canada (1,670 technical employees, general tradesmen and security guards)	Dec. 30/2001 ********** Dec. 31/2001 - June 30/2003
√ Canadian Film and Television Production Association, system-wide **1097502**	ACTRA National (6,700 performers)	Dec. 14/2001 ********** Jan. 1/2002 - Dec. 31/2003
√ Government of Canada, Canada-wide **1230702**	Professional Institute of the Public Service of Canada (4,690 commerce officers, purchasers and auditors)	Dec. 17/2001 ********** Dec. 19/2001 - June 21/2003
√ Government of Canada, Canada-wide **1237902**	Professional Institute of the Public Service of Canada (1,940 nurses and health and social care professional employees)	Dec. 24/2001 ********** Dec. 24/2001 - Sept. 30/2003
√ Government of Canada, Canada-wide **1186403**	Professional Institute of the Public Service of Canada (2,670 scientific and other professional employees)	Dec. 10/2001 ********** Dec. 12/2001 - Sept. 30/2003
√ National Capital Commission, Ottawa, Ontario and Gatineau, Quebec **1283401**	Public Service Alliance of Canada (340 administrative and program services employees)	Dec. 7/2001 ********** Jan. 1/2001 - Dec. 31/2003
√ Pipe Line Contractors Association of Canada, Canada-wide **0271408**	Intl. Union of Operating Engineers (350 operating engineers)	Sept. 28/2001 ********** May 1/2001 - April 30/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	5,330	B/CO	Mar. 00-Nov. 01
• Canada Customs and Revenue Agency	PSAC and PIPS	45,080	TENT/MED	Oct. 00-June 01
• Canadian Food Inspection Agency	PIPS	1,130	CO/TENT	Sept. 00
• Air Canada	CUPE	4,500	B	Oct. 01
• Canada Post	PSAC/Postmasters	13,150	TENT/B	Oct./Dec. 01
• CN Rail	Various unions	5,230	PCB/TENT	June 01
• VIA Rail	BLE	500	MED	Dec. 00
• Government of Newfoundland and Labrador	Nurses	5,000	B	June 01
• Government of Newfoundland and Labrador	Teachers	8,000	CO	Aug. 01
• Government of Nova Scotia	N.S. Government Employees Union	5,700	ARB	Mar. 00
• Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
• Government of New Brunswick	CUPE (Education)	2,500	CO	Mar. 01
• Bombardier (Que.)	IAMAW	7,400	B	Nov. 01
• Frigidaire (Que.)	IAMAW	750	B	Mar. 02
• Government of Ontario	AMAPCEO and OPSEU	52,800	TENT/B	Mar./Dec. 01
• City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	Various
• Liquor Control Board of Ontario	LCBO Employees Union	4,400	B	Mar. 02
• Toronto Transit Commission	ATU	7,890	B	Mar. 02
• MTS Communications (Man.)	IBEW	1,050	TENT	Jan. 02
• Regional Health Authorities of Manitoba	Nurses	10,050	B	Mar. 02
• Saskatchewan Association of Health Organizations	Nurses	8,400	B	Mar. 02
• TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Health Authorities of Alberta	Various unions	18,140	B	Mar. 02
• B.C. Hydro and Power Authority	Various unions	4,050	B	Mar. 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JANUARY 25 TO FEBRUARY 21, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
City of Windsor, Windsor, Ont. Canadian Union of Public Employees	Wages and benefits	1,100	Jan. 14, 2002	Feb. 5, 2002 *(Tentative Settlement)*
B.C. Public School Employers' Association, various locations, B.C. British Columbia Teachers' Federation	Protest back-to-work legislation	35,000	Jan. 28, 2002	Jan. 28, 2002
Government of Alberta, province-wide The Alberta Teachers' Association	Wages	14,000	Feb. 4, 2002	

Calendars of Collective Agreements Expiries and Reopeners

*The **2002** Calendar listings for*
MAJOR (500 +) and SMALL (100 to 499) Bargaining Units

are available on the
Workplace Information Directorate Web site at

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

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The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by e-mail, by mail or by fax).

Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; information on innovative workplace practices in Canada resulting from collective bargaining; a quarterly calendar of major collective agreement expiries and reopeners; and, a chronological perspective on work stoppages in Canada. It also features articles or case studies on pertinent industrial relations matters. Annual subscription: Canada, $125 plus 7% GST ($133.75); other countries, U.S. $125.

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages in Canada. In addition, a listing of formal and up-to-date reports of major settlements is provided and copies are available upon request. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

1-819-953-9582

http://labour.hrdc-drhc.gc.ca

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information / Information sur les milieux de travail — Collective Bargaining Bulletin

Volume 5, Issue 3, March 2002

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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NEED MORE INFORMATION?

Contact Client Services at
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Internet: http://labour.hrdc-drhc.gc.ca/

Le Bulletin existe également en français.

SUMMARIES

MTS Communications Inc. *and* **International Brotherhood of Electrical Workers**

- 1,050 craft and service employees, province-wide, Manitoba, reached a 36-month agreement that expires January 31, 2005
- wage adjustments of 3.0 per cent on February 1, 2002, 2003, and 2004; the 2002 and 2003 adjustments include a 0.5 per cent increase in consideration of the elimination of the Sick Leave Vesting Program
- introduction of a 12-hour shift operation
- meal, incidental expenses and reassignment allowances will be increased in each year by an amount equal to the percentage increase in the Food Purchased from Restaurant component of the Manitoba consumer price index

continued

Canada

Canada Customs and Revenue Agency *and* **Public Service Alliance of Canada**

- 31,990 program delivery and administrative services employees, Canada-wide, signed an agreement which expires October 31, 2003
- wage adjustments of 3.2 per cent on November 1, 2000, 2.8 per cent on November 1, 2001 and 2.5 per cent on November 1, 2002
- prior to the above wage adjustment on November 1, 2000, additional economic adjustments for the PG, OM, EL, and PR classifications
- prior to the above wage adjustment on November 1, 2001, additional adjustments through the harmonization of pay scales—one involving the AS, PM, IS, PG, and OM groups and the second involving the CR, ST, OE, and DA groups
- effective November 1, 2000, regional pay zones for the GL and GS classifications reduced from seven to two
- term employees entitled to receive increments after they have accumulated 52 weeks of service
- improvements to vacation, sick, family related responsibility, care and nurturing and personal leave provisions as well as shift premiums
- changes to the Workforce Adjustment program include a commitment by the Agency to market surplus employees to other federal public service employers, an increase in the "opting period" for employees not in receipt of a guarantee of a reasonable job offer, and an increase in the education allowance from $7,000 to $8,000
- development of a new classification called Management Group with newly negotiated rates of pay and up to 10 days of performance leave
- labour-management committee established to discuss issues related to long-term illness and the availability of leave and other benefits for affected employees
- a consultation process to amend Agency policies which replace the former National Joint Council Directives, and a redress procedure in the event of any disputes about their application

Marine Atlantic Inc. and National Automobile, Aerospace, Transportation *and* **General Workers Union of Canada (CAW-Canada)**

- 500 unlicensed personnel in North Sydney, Nova Scotia and Port aux Basques and Argentia, Newfoundland and Labrador, signed a 48-month agreement which runs to December 31, 2004
- wage adjustments of 4.0 per cent on January 1, 2001, and 3.0 per cent on January 1, 2002 and 2003
- cost-of-living allowance provision, capped at 4.0 per cent, will provide a guaranteed minimum of 2.0 per cent to be folded into wages on January 1, 2004
- early retirement windows allow employee, with a minimum of 50 years of age and 35 years of service, the option of retiring with no actuarial reduction in benefits as though they were to retire at 55 years of age
- paid education leave fund established with employer contributions of $20,000 in each year of the contract
- committee established to examine feasibility of introducing a long-term disability fund
- improvements in life insurance, vision care and pension benefits

The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEW BRUNSWICK		
√ Government of New Brunswick, province-wide **1081602**	New Brunswick Public Employees Association (3,300 administrative and support employees)	Jan. 18/2002 ********** Jan. 1/2001 - Dec. 31/2004
QUEBEC		
√ Associated Clothing Manufacturers of the Province of Québec, Montréal **0090507**	Union of Needletrades, Industrial and Textile Employees (3,200 production employees)	Jan. 14/2002 ********** Feb. 15/2002 - Nov. 30/2005
Construction Commission of Québec, province-wide **0821708**	Office and Professional Employees Intl. Union (640 technical, office and clerical employees)	Feb. 13/2002 ********** Jan. 1/2001 – Dec. 31/2004 Reopener: Dec. 31/2002
√ JM Asbestos inc., Asbestos **0021707**	Fédération démocratique de la métallurgie, des mines et des produits chimiques (300 mine, plant and maintenance employees)	Feb. 1/2002 ********** Feb. 1/2002 – Jan. 31/2003
ONTARIO		
√ Bruce Power LP and Bruce Power Inc., province-wide **1283301**	Cdn. Union of Public Employees (2,350 general tradesmen, technical, office and clerical employees)	Jan. 31/2002 ********** Jan. 1/2002 - Dec. 31/2003
√ CSD des écoles catholiques du Sud-Ouest, Essex and area **1193302**	Association des enseignantes et des enseignants franco-ontariens (450 elementary and secondary teachers)	Jan. 11/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ City of Windsor, Windsor **0701509**	Cdn. Union of Public Employees (1,100 inside employees)	Feb. 9/2002 ********** Jan. 1/2002 – Dec. 31/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
ONTARIO (continued)		
Communications Security Establishment.DND, Ottawa **0659409**	Public Service Alliance of Canada (550 administrative services employees and foreign service officers)	Jan. 11/2002 ********** Feb. 10/2001 – Feb. 9/2002
√ Conseil scolaire du district catholique Centre-Sud, Toronto **1282801**	Association des enseignantes et des enseignants franco-ontariens (540 elementary teachers)	Jan. 30/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Conseil scolaire du district catholique Centre-Sud, Toronto **1282901**	Association des enseignantes et des enseignants franco-ontariens (140 secondary teachers)	Jan. 30/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Conseil scolaire du district catholique Franco-Nord, North Bay and area **1283201**	Association des enseignantes et des enseignants franco-ontariens (180 elementary teachers)	Jan. 31/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Conseil scolaire du district catholique Franco-Nord, North Bay and area **1283101**	Association des enseignantes et des enseignants franco-ontariens (100 secondary teachers)	Jan. 31/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Conseil scolaire de district du Grand Nord de l'Ontario, Sudbury and area **1192602**	Association des enseignantes et des enseignants franco-ontariens (210 secondary teachers)	Jan. 31/2002 ********** Sept. 1/2001 - Aug. 31/2004
√ Embassy Suites Hotel, Markham **1142903**	United Food and Commercial Workers Intl. Union (300 hotel and restaurant employees)	Jan. 30/2002 ********** Dec. 1/2001 - Nov. 30/2004
√ Imperial Parking Limited, Toronto **0380308**	Service Employees Intl. Union (110 parking attendants)	Jan. 16/2002 ********** Jan. 2/2002 - Dec. 31/2004
√ Laidlaw Transit Ltd., Barrie and Orillia **0381907**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 bus drivers)	Nov. 12/2001 ********** Sept. 1/2001 - Aug. 31/2003
Lecours Lumber Company Limited, Calstock **0869506**	Industrial Wood and Allied Workers of Canada (120 mill employees)	Feb. 24/2002 ********** Sept. 1/2001 – Aug. 31/2006

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ New Dominion Stores, Division of A&P, province-wide **0426607**	United Steelworkers of America (6,500 retail employees)	Jan. 13/2002 ************ July 8/2001 - July 10/2004
√ Ontario Power Generation Inc., province-wide **1235902**	Cdn. Union of Public Employees (8,330 general tradesmen, technical, office and clerical employees)	Oct. 3/2001 ************ Jan. 1/2002 - March 31/2006
MANITOBA		
√ Frontier School Division No. 48, Winnipeg **0496310**	Manitoba Teachers' Society (440 elementary and secondary teachers)	Dec. 19/2001 ************ July 1/2000 - June 30/2002
√ Seven Oaks School Division No.10, Seven Oaks **0492309**	Manitoba Teachers' Society (640 elementary and secondary teachers)	Feb. 8/2002 ************ July 1/2000 – June 30/2002
√ St. Vital School Division No. 6, St. Vital **0491909**	Manitoba Teachers' Society (650 elementary and secondary teachers)	Feb. 5/2002 ************ July 1/2000 – June 30/2002
√ University of Manitoba, Winnipeg **0532107**	Association of Employees Supporting Education Services (1,600 support employees)	Feb. 5/2002 ************ Oct. 1/2001 – Sept. 30/2004
SASKATCHEWAN		
√ Luscar Ltd., Estevan **1240602**	Intl. Brotherhood of Electrical Workers (150 production employees)	Feb. 4/2002 ************ Dec. 1/2001 – Nov. 30/2004
√ Potash Corporation of Saskatchewan Inc., Allan **0023107**	United Steelworkers of America (210 mine employees)	Jan. 24/2002 ************ May 1/2000 - April 30/2002
√ Saskatchewan Transportation Company, Regina **0372807**	Amalgamated Transit Union (210 bus drivers, service and maintenance employees)	Oct. 1/2001 ************ Jan. 1/2001 - Dec. 31/2004
BRITISH COLUMBIA		
√ City of Abbotsford, Abbotsford **0737608**	Cdn. Union of Public Employees (350 inside and outside employees)	Feb. 26/2002 ************ Jan. 1/2001 – Dec. 31/2002

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	BRITISH COLUMBIA (continued)		
√	District of Saanich, Saanich **0735309**	Cdn. Union of Public Employees (1,100 inside and outside employees)	Feb. 11/2002 ********** Jan. 1/2002 – Dec. 31/2004
√	Mainroad Mid-Island/North Island Contracting Ltd., Courtney **1156403**	British Columbia Government and Service Employees' Union (140 construction employees)	Nov. 27/2001 ********** Sept. 1/1999 – Aug. 31/2003
√	Royal and McPherson Theatres Society, Victoria **1170602**	Intl. Alliance of Theatrical Stage Employees, Moving Picture, Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (140 theatrical employees)	Feb. 6/2002 ********** Jan. 1/2001 – Dec. 31/2003
√	Vancouver Community College, Vancouver **0522308**	Cdn. Union of Public Employees (470 office and clerical employees)	Feb. 5/2002 ********** Oct. 1/2001 – Sept. 30/2004
	NORTHWEST TERRITORIES		
√	Government of Northwest Territories, territory-wide **1232702**	Northwest Territories Teachers' Association (460 elementary and secondary teachers)	Nov. 6/2001 ********** Sept. 1/2001 - Aug. 31/2003
	NUNAVUT		
	Town of Iqaluit, Iqaluit **1018703**	Public Service Alliance of Canada (100 inside and outside employees)	July 14/2001 ********** July 1/1999 - June 30/2003
	MULTIPROVINCE		
√	Air Canada Regional Inc., system-wide **1272101**	Intl. Brotherhood of Teamsters (1,050 flight attendants)	Jan. 21/2002 ********** June 1/2001 - Dec. 31/2004
	Algoma Central Railway Inc., system-wide **1024203**	various unions (125 railway employees)	Feb. 25/2002 ********** Feb. 1/2001 – Jan. 31/2005
√	Canada Post Corporation, Canada-wide **0405608**	Public Service Alliance of Canada (3,000 technical, administrative services and support employees)	Feb. 22/2002 ********** Oct. 31/2001 – Oct. 31/2004
√	Canadian Broadcasting Corporation, province-wide, Quebec and Moncton, New Brunswick **1044202**	Association des réalisateurs (380 broadcast and TV employees)	Jan. 14/2002 ********** Jan. 14/2002 - Dec. 12/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE (continued)		
Canadian National Railway Co., system-wide **1284401**	United Transportation Union (2,500 conductors, etc.)	Feb. 15/2002 ************ Jan. 1/2001 – Dec. 31/2003
√ Government of Canada, Canada-wide **0315207**	Cdn. Merchant Service Guild (930 ship's officers)	Feb. 22/2002 ************ April 1/2000 – March 31/2003
√ Green Shield Canada, Windsor, Toronto and London, Ontario and Vancouver, British Columbia **1130803**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 office and clerical employees)	Feb. 28/2002 ************ March 1/2002 – Feb. 28/2005
Marine Atlantic Inc., Nova Scotia and Newfoundland and Labrador **0899705**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (500 unlicensed personnel)	Feb. 26/2002 ************ Jan. 1/2001 – Dec. 31/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	12,690	B/CO	Jan. 01-Apr. 02
• Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
• Canadian Food Inspection Agency	PIPS	1,130	CO/TENT	Sept. 00
• Air Canada	CUPE	4,500	CO	Oct. 01
• Canada Post	Postmasters	10,000	B	Dec. 01
• CN Rail	Various unions	5,230	PCB/TENT	June 01
• VIA Rail	BLE	500	MED	Dec. 00
• Government of Newfoundland and Labrador	Nurses	5,000	CO	June 01
• Government of Nova Scotia	N.S. Government Employees Union	5,700	ARB	Mar. 00
• Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
• Government of New Brunswick	CUPE (Education)	4,140	CO/B	Mar. 01-Feb. 02
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	Various
• Canadian Advertising Institute	ACTRA	3,800	TENT	Jan. 02
• Bombardier (Que.)	IAMAW	7,400	B	Nov. 01
• Electrolux (Que.)	IAMAW	750	B	Mar. 02
• Government of Ontario	OPSEU	48,830	WS	Dec. 01
• City of Toronto	CUPE"/Police/Firefighters	28,720	B/ARB	Various
• Liquor Control Board of Ontario	LCBO Employees Union	4,400	B	Mar. 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• Toronto Transit Commission	ATU	7,890	B	Mar. 02
• Regional Health Authorities of Manitoba	Nurses	10,050	B	Mar. 02
• Saskatchewan Association of Health Organizations	Nurses	8,400	B	Mar. 02
• TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Health Authorities of Alberta	Various unions	18,140	B	Mar. 02
• B.C. Hydro and Power Authority	Various unions	4,050	B	Mar. 02
• Government of N.W.T.	PSAC/Northern Workers	3,000	B	Mar. 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM FEBRUARY 22 TO MARCH 21, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Government of Alberta, province-wide The Alberta Teachers' Association	Wages	14,000	Feb. 4, 2002	Feb. 22, 2002
Dalhousie College and University, Halifax, N.S. Dalhousie Faculty Association	Wages	780	Mar. 4, 2002	
Government of Ontario, province-wide Ontario Public Service Employees Union	Not Available	30,000	Mar. 13, 2002	

Calendars of Collective Agreements Expiries and Reopeners

*The **2002** Calendar listings for*
MAJOR (500 +) and SMALL (100 to 499) Bargaining Units

are available on the
Workplace Information Directorate Web site at

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

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Workplace Gazette

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. Annual subscription: Canada, $125 plus 7% GST ($133.75); other countries, U.S. $125. (Available by mail only).

Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50. (Available by e-mail and mail).

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A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

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1-819-953-9582

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Human Resources Development Canada
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Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 5, Issue 4, April 2002

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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Le Bulletin existe également en français.

SUMMARIES

Government of Quebec *and* various unions

- 78,500 public sector employees, province-wide Quebec, reached 12-month agreement extensions that expire June 30, 2003
- wage adjustment of 2.0 per cent on April 1, 2003
- lump-sum payment of 2.0 per cent for the period April 1 to June 30, 2003, not folded into wages, but used for pension calculations
- allowances and premium pay will be increased 2.0 per cent on April 1, 2003
- discussions will continue on salary equity with the objective of completion by December 31, 2002
- some of the remaining public sector employees are still ratifying the tentative agreement, while others have rejected the offer and will return to the bargaining table

continued

Canada

Government of Newfoundland and Labrador and Newfoundland and Labrador School Boards' Association *and* **Newfoundland and Labrador Teachers' Association**

- 8,000 elementary and secondary teachers, province-wide, reached a 36-month agreement which runs to August 31, 2004
- wage adjustments of 5.0 per cent on September 1, 2001; elimination of step 1 on the salary scale and 2.6 per cent, to compensate for a 5-day increase in the school year plus a wage adjustment of 2.5 per cent on September 1, 2002; 2.5 per cent on March 1 and September 1, 2003 and March 1, 2004
- above wage adjustments will also apply to substitute teachers, principals, vice-principals, specialists, counsellors and department heads
- introduction of pension plan indexation at 60 per cent of the annual change in the Canadian Consumer Price Index to a maximum annual increase of 1.2 per cent with costs equally shared by the employer and employee at 1.7 per cent of salary

PPG Canada Inc., Duplate Division *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 840 plant and maintenance employees, Oshawa and Hawkesbury, Ontario, reached a 36-month agreement which expires on March 31, 2005
- cost-of-living allowance fold in of 88¢ plus 12¢ per hour for production employees and skilled trades on April 1, 2002, 40¢ for production employees and 60¢ for skilled trades on April 1, 2003, and 2004
- increases to pension basic benefit and pre-1990 retiree basic benefit per month per year of service
- improvements to life, accidental death and dismemberment insurances, and disability and survivor income benefits
- improvements to dental, vision, drug and paramedical services plans

Toronto Transit Commission *and* **Amalgamated Transit Union**

- 7,890 bus drivers, maintenance, office and clerical employees in Toronto, Ontario, reached a 36-month agreement which expires March 31, 2005
- wage adjustments of 3.0 per cent on April 1, 2002, 2003 and 2004; should the City of Toronto settle with the Canadian Union of Public Employees, Local 79 or 416 for a higher compounded wage increase than 9.27 per cent for the years 2002 to 2004, then the Commission will increase the above wage adjustments to match the higher increase
- retiree dental plan introduced for employees who retire as of January 1, 2003
- improvements to various health and welfare benefits
- improvements to tool and safety shoe allowances
- no employee will be laid off or terminated as a result of contracting-out during the term of the agreement
- if the Commission violates the contracting-out provision, it will pay a penalty to the union of a lump-sum payment of $500
- labour-management committee to discuss the possible introduction of a 4 day/10 hour shift

Queen's University *and* **Queen's University Faculty Association**

- 860 professors and librarians in Kingston, Ontario, reached a 36-month agreement which runs to April 30, 2005
- wage adjustments of 2.7 per cent on May 1, 2002 plus additional amounts for faculty earning less than $73,713, 2.5 per cent on May 1, 2003, and a wage reopener on May 1, 2004
- faculty anomalies fund will continue at $110,000 per year and librarians anomalies fund at $5,000, retention fund will be reduced to $250,000 per year, child care fund will be $220,000 per year and tuition support fund will be $390,000 per year
- the current early retirement plan continues for the first year of the agreement; a modified retirement plan will be available in the second year with no package available in the third year

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND		
√ Construction Labour Relations Association of Newfoundland and Labrador, province-wide **0248206**	United Carpenters and Joiners of America (280 carpenters)	Feb. 6/2002 ********** Dec. 14/2001 - April 30/2003
√ Construction Labour Relations Association of Newfoundland and Labrador, province-wide **0248507**	United Carpenters and Joiners of America (270 millwrights)	Feb. 6/2002 ********** April 1/2001 - April 30/2003
Government of Newfoundland and Labrador, province-wide **0460409**	Newfoundland and Labrador Teachers' Association (8,000 elementary and secondary teachers)	March 22/2002 ********** Sept. 1/2001 - Aug. 31/2004
NOVA SCOTIA		
√ Nova Scotia Power Incorporated, province-wide **0408108**	Intl. Brotherhood of Electrical Workers (1,000 utility workers and service and maintenance employees)	Dec. 12/2001 ********** April 1/2001 - March 31/2003
QUEBEC		
Aliments Lesters ltée., Laval **1062802**	United Food and Commercial Workers Intl. Union (130 packing house employees)	March 2/2002 ********** March 21/2002 - March 31/2008
Comité patronal de négociation secteur santé et services sociaux, province-wide **0625410**	Centrale des syndicats démocratiques (2,680 health service, maintenance, office and clerical employees)	March 28/2002 ********** July 1/2002 - June 30/2003
√ Construction Commission of Quebec, province-wide **0821708**	Office and Professional Employees Intl. Union (640 technical, office and clerical employees)	Feb. 13/2002 ********** Jan. 1/2001 - Dec. 31/2004 Reopener: Dec. 31/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
QUEBEC (continued)		
Osram Sylvania Itée., Drummondville **0222407**	Fédération de la métallurgie (490 production employees)	March 28/2002 ********** Nov. 17/2001 - Nov. 16/2005
ONTARIO		
√ Atomic Energy of Canada Limited, Chalk River **0639408**	Chalk River Technicians and Technologists (400 laboratory technicians)	March 20/2002 ********** May 1/2000 - March 31/2003
√ Better Beef Limited, Guelph **0026608**	United Food and Commercial Workers Intl. Union (1,030 plant and maintenance employees)	March 3/2002 ********** Jan. 1/2002 - Dec. 31/2004
√ Brewers Retail Inc., province-wide **0449607**	United Food and Commercial Workers Intl. Union (5,200 retail and warehouse employees)	March 28/2002 ********** Jan. 1/2002 - Dec. 31/2004
√ Canadian Security Intelligence Service, Ottawa **0877806**	Public Service Alliance of Canada (200 support employees)	March 6/2002 ********** Jan. 1/2001 - Dec. 31/2003
√ Communications Security Establishment, Ottawa **0659409**	Public Service Alliance of Canada (550 administrative and technical employees)	Jan. 11/2002 ********** Feb. 10/2001 - Feb. 9/2002
√ Government of Ontario, province-wide **1028302**	Association of Management, Administrative and Professional Crown Employees of Ontario (6,000 advisors and systems professionals)	March 19/2002 ********** April 1/2001 - March 31/2004
√ Hydro One, province-wide **1236103**	Cdn. Union of Public Employees (3,100 technical, office and clerical employees and general tradesmen)	March 28/2002 ********** April 1/2002 - March 31/2003
√ Lecours Lumber Company Limited, Calstock **0869506**	Industrial Wood and Allied Workers of Canada (120 mill employees)	Feb. 24/2002 ********** Sept. 1/2001 - Aug. 31/2006
√ Nexans Magnet Wire, Simcoe **0220908**	United Steelworkers of America (140 plant and maintenance employees)	March 27/2002 ********** Feb. 20/2002 - Feb. 19/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
ONTARIO (continued)		
√ Trentway-Wagar Inc., Peterborough, Kingston, Belleville and Toronto **0372708**	Amalgamated Transit Union (230 bus drivers)	Dec. 18/2001 ************* Dec. 18/2001 - Dec. 31/2003
√ University of Toronto, Toronto **1128703**	Cdn. Union of Public Employees (190 teaching assistants)	March 11/2002 ************* Sept. 1/2001 - Aug. 31/2004
MANITOBA		
√ MTS Communications Inc., province-wide **1042703**	Intl. Brotherhood of Electrical Workers (1,000 craft and service employees)	March 4/2002 ************* Feb. 1/2002 - Jan. 31/2005
√ Motor Coach Industries Limited, Winnipeg **0194008**	Intl. Association of Machinists and Aerospace Workers (1,130 plant and maintenance employees)	March 22/2002 ************* March 22/2002 - Feb. 1/2009
SASKATCHEWAN		
√ Extra Foods, Division of Westfair Foods, Saskatoon, Regina, Moose Jaw and Melville **0434207**	United Food and Commercial Workers Intl. Union (950 retail employees)	March 25/2002 ************* March 25/2002 - March 24/2008
√ University of Regina and University of Saskatchewan, Regina and Saskatoon **0532807**	Cdn. Union of Public Employees (2,200 service, maintenance, office and clerical employees)	March 26/2002 ************* Jan. 1/2001 - Dec. 31/2003
ALBERTA		
√ Calgary Handi-Bus Association, Calgary **1137603**	Amalgamated Transit Union (210 bus drivers)	March 22/2002 ************* Jan. 1/2002 - Dec. 31/2003
BRITISH COLUMBIA		
√ Simon Fraser University, Burnaby **0535009**	Teaching Support Staff Union (900 teaching assistants)	March 28/2002 ************* May 1/2001 - April 30/2004
NUNAVUT		
√ Town of Iqaluit, Iqaluit **1018703**	Public Service Alliance of Canada (100 inside and outside employees)	July 14/2001 ************ July 1/1999 - June 30/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
MULTIPROVINCE		
Algoma Central Railway Inc., system-wide **1024203**	various unions (125 railway employees)	Feb. 25/2002 ************ Feb. 1/2001 - Jan. 31/2005
√ Canada Customs and Revenue Agency, Canada-wide **1237802**	Public Service Alliance of Canada (31,990 administrative and support employees)	March 21/2002 ************* March 22/2002 - Oct. 31/2003
Canadian Broadcasting Corporation, Canada-wide **1200702**	Association of Professionals and Supervisors of the Canadian Broadcasting Corporation (580 supervisors)	March 20/2002 ************* July 1/2000 - June 30/2005
√ Canadian National Railway Co., system-wide **1284401**	United Transportation Union (2,500 conductors, etc.)	Feb. 15/2002 ************ Jan. 1/2001 - Dec. 31/2003
√ Marine Atlantic Inc., Nova Scotia and Newfoundland and Labrador **0899705**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (500 unlicensed personnel)	Feb. 26/2002 ************ Jan. 1/2001 - Dec. 31/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	17,300	B/CO	Jan. 01-May 02
• Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
• Canadian Food Inspection Agency	PIPS	520	CO	Sept. 00
• Air Canada	CUPE	4,500	CO	Oct. 01
• Canada Post	Postmasters	10,000	B	Dec. 01
• CN Rail	BLE/RCTC	300	TENT	June 01
• VIA Rail	BLE	500	MED	Dec. 00
• Government of Newfoundland and Labrador	Nurses	5,000	CO	June 01
• Government of Nova Scotia	N.S. Government Employees Union	5,700	ARB	Mar. 00
• Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of New Brunswick	CUPE (Education)	4,140	TENT/B	Mar. 01-Feb. 02
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	Various
• Canadian Advertising Institute	ACTRA	3,800	TENT	Jan. 02
• Government of Quebec	Various unions	227,650	B/TENT	June 02
• Bombardier (Que.)	IAMAW	7,400	WS	Nov. 01
• Government of Ontario	OPSEU	46,800	WS	Dec. 01
• City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	Various
• Liquor Control Board of Ontario	LCBO Employees Union	4,400	B	Mar. 02
• Regional Health Authorities of Manitoba	MGEU/CUPE	13,150	B	Mar./Apr. 02
• TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Health Authorities of Alberta	Various unions	18,140	B	Mar. 02
• B.C. Hydro and Power Authority	OPEIU	2,650	B	Mar. 02
• Government of the Northwest Territories	PSAC/Northern Workers	3,000	B	Mar. 02

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MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM MARCH 22 TO APRIL 25, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Dalhousie College and University, Halifax, N.S. Dalhousie Faculty Association	Wages	780	Mar. 4, 2002	Mar. 26. 2002 (Tentative (Settlement)
Government of Ontario, province-wide Ontario Public Service Employees Union	Not Available	30,000	Mar. 13, 2002	
Canadian Broadcasting Corporation, province-wide, Que. and N.-B. Syndicat des communications de Radio-Canada	Wages and pay equity	1,200	Mar. 22, 2002	(Strike followed by lock-out)

continued

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM MARCH 22 TO APRIL 25, 2002 (continued)

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Westfair Foods Ltd., province-wide, Sask. United Food and Commercial Workers International Union	Wages and benefits for part-time and full-time workers	2,000	Mar. 26, 2002	Apr. 10, 2002
Bombardier inc., St-Laurent, Dorval and Mirabel, Que. Assoc. of Machinists and Aerospace Workers	Wages and pension	7,500	Apr. 15, 2002	
Siemens Westinghouse, Hamilton, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	700	Apr. 23/2002	

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Collective Bargaining Bulletin

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50. (Available by e-mail and mail).

Negotech

A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

Visit our Web Site for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

For further information, contact the Workplace Information Directorate:

1-800-567-6866 or (819) 997-3117

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Human Resources Development Canada
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Workplace Information
Information sur les milieux de travail

Collective Bargaining Bulletin

Volume 5, Issue 5, May 2002

FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

Summaries of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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Le Bulletin existe également en français.

SUMMARIES

Toronto Star Newspapers *and* **Council of Toronto Star Unions**

- 1,400 print media employees in Toronto, Ontario, signed a 36-month agreement which expires December 31, 2004
- wage adjustments of 1.75 per cent in 2002, and 1.5 per cent in 2003 and 2004
- cost-of-living allowance may provide additional adjustments, which, when combined with the above adjustments, will provide maximum adjustments of 3.0 per cent in each year
- a profit-sharing plan is maintained

continued

Canada

Government of Ontario *and* **Ontario Public Service Employees Union**

- following a 51-day work stoppage, 43,500 public service employees, province-wide, signed two 36-month agreements that expire December 31, 2004
- wage adjustments of 3.5 per cent on January 1, 2002, 2.45 per cent on January 1, 2003, and 2.5 per cent on January 1, 2004
- for certain occupational groups at the maximum of salary range, additional wage adjustments of 1.0 per cent over the maximum rate of scale on January 1, 2002, 2003 and 2004
- in addition, effective January 1, 2002, classification adjustments of 4.0 per cent for various occupations; 8.0 per cent for scientists and communication operators and 10 per cent for nurses
- also, effective January 1, 2002, new maximum step to salary grid of all Correctional classifications, to be 5.0 per cent above existing rate
- employee's share of surpluses in the pension trust fund to be retained by employees and used for enhanced pension benefits
- employer to pay 100 per cent of premium cost for long-term disability, with employees currently receiving benefits to receive increases of 2.95 per cent on January 1, 2002, 3.0 per cent on January 1, 2003, and 2.5 per cent on January 1, 2004
- improvements in hospital coverage, life insurance, vision care, dental plan, hearing aids and paramedical services

Siemans Westinghouse Inc. *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 670 production and maintenance employees in Hamilton, Ontario, reached a 36-month agreement that expires April 22, 2005
- wage adjustments ranging from 20¢ to 75¢ per hour on April 23, 2002, 20¢ to 55¢ per hour on April 23, 2003, and 20¢ to 57¢ per hour on April 23, 2004
- cost-of-living allowance may provide two salary adjustments in the first year and four salary adjustments in each of the second and third years
- basic pension benefit per month per year of service increases to $39.00 ($36.75) in April 2002, $40.50 in April 2003 and $42.00 in April 2004
- pension bridge benefit per month per year of service increases to $19.25 ($18.75) in April 2002, $19.75 in April 2003, and $20.25 in April 2004
- early retirement window effective from April 30 to September 20, 2003 allows an employee to retire at age 58 with 30 years of service with unreduced pension and bridge benefits, and if age 60, with a retirement allowance of $5,000
- improvements to life insurance, accidental death and dismemberment, supplementary medical and dental plans

Bombardier Inc., Canadair Division and **International Association of Machinists and Aerospace Workers**

- 7,400 plant and maintenance employees in Dorval, Mirabel and St-Laurent, Quebec, reached a 48-month agreement that expires on November 30, 2005
- wage adjustments of 3.25 per cent on December 1, 2001 and December 7, 2002, and 3.5 per cent on December 6, 2003, and December 4, 2004
- lump-sum payment of $1,000
- cost-of-living allowance triggered at 4.0 per cent
- improvements in night shift premium and vacation entitlement
- actuarial reduction penalty in pension benefit reduced to 3.0 per cent from 5.0 per cent for retirement with less than 35 years of service or 60 years of age

Saskatchewan Association of Health Organizations *and* **Saskatchewan Union of Nurses**

- 8,600 nurses, in approximately 180 health organizations, province-wide, reached a 36-month agreement which expires March 31, 2005
- wage adjustments of 3.0 per cent on April 1, 2002; 0.0 to 7.8 per cent on November 1, 2002, resulting from a reconfiguration of the salary grid; 3.0 per cent on April 1, 2003 and 2004; and 2.4 to 6.5 per cent on October 1, 2004, representing a final pay equity adjustment resulting from a prior pay equity agreement

continued

- improvements to shift and weekend premiums and mileage and northern allowances
- improvement in bereavement and other leaves of absence
- labour-management discussions to investigate and identify an extended health and dental plan for retired employees and those who elect to participate will be responsible for premiums and costs

Government of Nova Scotia *and* **Nova Scotia Government Employees' Union**

- 5,300 service, maintenance, operational, technical, scientific, office and clerical employees, province-wide, reached a 48-month agreement which runs to March 31, 2004
- wage adjustments of 2.0 per cent on April 1, 2000, 2001 and 2002, and 3.0 per cent on April 1, 2003
- lump-sum payment of 3.0 per cent of salary as of March 31, 2000
- labour-management committee to review health and insurance plans, which will allow the union to advance its interest in extending coverage into areas not covered by existing plans such as a dental plan for part-time employees and the employer to advance its interest in viability and affordability such as payment for prescription drugs
- improvements to various premium pay and allowances
- improved changes to job security provisions

CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND		
√ Government of Newfoundland and Labrador, province-wide **0460409**	Newfoundland and Labrador Teachers' Association (8,000 elementary and secondary teachers)	March 22/2002 ********** Sept. 1/2001 - Aug. 31/2004
NOVA SCOTIA		
Delta Halifax, Halifax **0647407**	Hotel Employees and Restaurant Employees Intl. Union (120 hotel employees)	April 11/2002 ********** April 1/2002 - March 21/2005
NEW BRUNSWICK		
√ Government of New Brunswick, province-wide **0461808**	Cdn. Union of Public Employees (2,400 general services employees)	April 15/2002 ********** April 1/2001 - March 31/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
QUEBEC		
√ Aliments Lesters ltée., Laval **1062802**	United Food and Commercial Workers Intl. Union (130 packing house employees)	March 2/2002 ********** March 21/2002 - March 31/2008
Blue Water Seafoods, Division of Unilever Canada Inc., Lachine **0031307**	Fédération du commerce inc. (180 plant and maintenance employees)	April 21/2002 ********** Nov. 16/2001 - Nov. 15/2005
√ Comité patronal de négociation secteur santé et services sociaux, province-wide **0625410**	Centrale des syndicats démocratiques (2,680 health service, maintenance, office and clerical employees)	March 28/2002 ********** July 1/2002 - June 30/2003
√ Comité patronal de négociation secteur santé et services sociaux, province-wide **0546509**	Various unions (4,390 health and social care professional employees)	April 20/2002 ********** July 1/2002 - June 30/2003
Compagnie Héroux inc., Longueuil **0190007**	Fédération démocratique de la métallurgie, des mines et des produits chimiques (360 plant and maintenance employees)	April 6/2002 ********** April 17/2002 - April30/2005
Dutailier Inc., Saint-Pie **1154802**	Centrale des syndicats démocratiques (250 production employees)	April 10/2002 ********** April 30/2002 - Aug. 12/2006
√ Electrolux Canada Corp. (previously Frigidaire Canada, Division of W.C.I. Limited), L'Assomption **0208606**	Intl. Association of Machinists and Aerospace Workers (1,000 production employees)	April 21/2002 ********** March 18/2002 - March 17/2006
√ Government of Quebec, province-wide **0670409**	Syndicat de la fonction publique du Québec (36,850 salaried and hourly-rated employees)	April 29/2002 ********** July 1/2002 - June 30/2003
√ Government of Quebec, province-wide **0670710**	Syndicat des professionnelles et professionnels du gouvernement du Québec (12,190 scientific and other professional employees)	April 25/2002 ********** July 1/2002 - June 30/2003
√ Government of Quebec, province-wide **1034903**	Various unions (109,060 support employees, nurses and teachers)	April 25/2002 ********** July 1/2002 - June 30/2003
√ Osram Sylvania ltée., Drummondville **0222407**	Fédération de la métallurgie (490 production employees)	March 28/2002 ********** Nov. 17/2001 - Nov. 16/2005

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ************ Term of Contract
QUEBEC (continued)		
Society of Radio-Television of Quebec, province-wide **0391808**	Syndicat des employés en radio-télédiffusion de Télé-Québec (130 technical employees)	April 16/2002 ************ Jan. 1/2002 - June 30/2005 Reopener: Dec. 31/2003
ONTARIO		
√ Casco Inc., Cardinal **0058410**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (170 plant and maintenance employees)	April 24/2002 ************ April 15/2002 - April 14/2004
√ Loeb Canada Inc., Ottawa **1194102**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (120 retail employees)	Feb. 21/2002 ************ April 11/2001 - April 10/2007
√ PPG Canada Inc., Duplate Division, Oshawa and Hawkesbury **0227707**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (840 plant and maintenance employees)	April 7/2002 ************ April 1/2002 - March 31/2005
√ Peel District School Board, Mississauga and area **1186902**	Cdn. Union of Public Employees (650 library technicians, office and clerical employees)	April 15/2002 ************ July 1/2000 - Aug. 31/2002
Toronto Star Newspapers Limited, Toronto **0144907**	Communications, Energy and Paperworkers Union of Canada (900 print media employees)	April 28/2002 ************ Jan. 1/2002 - Dec. 31/2004
√ Toronto Transit Commission, Toronto **0377006**	Amalgamated Transit Union (7,600 bus drivers, service, maintenance, office and clerical employees)	April 17/2002 ************ April 1/2002 - April 1/2005
√ Woodbridge Foam Corporation, Woodbridge **1112803**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (300 production employees)	April 29/2002 ************ May 31/2002 - May 30/2005
MANITOBA		
√ Canada Safeway Limited, province-wide **0432607**	United Food and Commercial Workers Intl. Union (3,150 retail employees)	April 10/2002 ************ Nov. 11/2001 - Nov. 9/2003
√ Fort Garry School Division No. 5, Fort Garry **0493310**	Manitoba Teachers' Society (520 elementary and secondary teachers)	April 18/2002 ************ July 1/2000 - June 30/2002

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MANITOBA (continued)		
√ Regional Health Authorities of Manitoba, province-wide **0612008**	Manitoba Nurses' Union (11,000 nurses)	April 17/2002 ********** April 1/2002 - Sept. 30/2004
SASKATCHEWAN		
√ Real Canadian Superstores, province-wide **0434308**	United Food and Commercial Workers Intl. Union (1,750 retail employees)	April 9/2002 ********** April 9/2002 - April 8/2008
√ Real Canadian Wholesale Club, Division of Westfair Foods Limited, province-wide **0970104**	United Food and Commercial Workers Intl. Union (250 grocery distribution centre employees)	April 9/2002 ********** April 9/2002 - April 8/2008
ALBERTA		
√ City of Calgary, Calgary **0725406**	Cdn. Union of Public Employees (2,700 inside employees)	April 18/2002 ********** Jan. 1/2002 - Dec. 29/2002
BRITISH COLUMBIA		
√ British Columbia Hydro and Power Authority, province-wide **0412809**	Intl. Brotherhood of Electrical Workers (1,380 utility employees)	April 3/2002 ********** April 1/2002 - March 31/2005
√ Pacific Racing Association, Vancouver **1179902**	Office and Professional Employees Intl. Union (350 racetrack employees)	April 4/2002 ********** Feb. 1/2002 - July 31/2004
√ The News Group, Richmond **1166403**	Intl. Brotherhood of Teamsters (140 retail employees)	April 27/2002 ********** Jan. 1/2002 - Dec. 31/2004
MULTIPROVINCE		
Algoma Central Railway Inc., system-wide **1024203**	Various unions (125 railway employees)	Feb. 25/2002 ********** Feb. 1/2001 - Jan. 31/2005
√ Canadian Broadcasting Corporation, Canada-wide **1200702**	Association of Professionals and Supervisors of the Canadian Broadcasting Corporation (580 supervisors)	March 20/2002 ********** July 1/2000 - June 30/2005
√ Canadian Food Inspection Agency, Canada-wide **1247702**	Professional Institute of the Public Service of Canada (700 scientific and other professional employees)	April 5/2002 ********** April 16/2002 - Sept. 30/2003

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE (continued)		
√ Canadian National Railway Co., system-wide **1284501**	Intl. Brotherhood of Locomotive Engineers (2,000 locomotive engineers and trainmen)	April 9/2002 ********** Jan. 1/2001 - Dec. 31/2003
√ Construction Management Bureau Limited and National Elevator and Escalator Association, province-wide, Nova Scotia, except Cape Breton Island; New Brunswick and Prince Edward Island **0278606**	Intl. Union of Elevator Contstructors (200 elevator constructors mechanics and helpers)	March 28/2002 ********** Jan. 11/2002 - April 30/2006
√ Grimshaw Trucking, various centres, Alberta and Yellowknife, Northwest Territories **0350107**	Intl. Brotherhood of Teamsters (160 truck drivers, mechanics, service and maintenance employees)	April 26/2002 ********** April 1/2002 - March 31/2006

CURRENT KEY NEGOTIATIONS (continued)

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	17,300	B/CO/ARB	Jan. 01-May 02
• Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
• Canadian Food Inspection Agency	PIPS	520	CO	Sept. 00
• Air Canada	CUPE	4,500	CO	Oct. 01
• Bell Canada	CTEA	12,000	B	May 02
• Canada Post	Postmasters	10,000	B	Dec. 01
• VIA Rail	BLE	500	MED	Dec. 00
• Government of Nova Scotia	Teachers	10,600	B	Dec. 01
• Government of New Brunswick	CUPE (Education)	1,600	B	Feb. 02
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	Various
• Government of Quebec	Various unions	56,880	B/TENT	June 02
• City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	Various
• Liquor Control Board of Ontario	LCBO Employees Union	4,400	B	Mar. 02
• Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
• Navistar International (Ont.)	CAW	2,100	B	June 02
• Regional Health Authorities of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
• TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Health Authorities of Alberta	Various unions	18,140	B	Mar. 02
• B.C. Hydro and Power Authority	OPEIU	2,650	TENT	Mar. 02
• Government of the Northwest Territories	PSAC/Northern Workers	3,000	TENT	Mar. 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM APRIL 26 TO MAY 30, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Government of Ontario, province-wide Ontario Public Service Employees Union	Not Available	30,000	Mar. 13, 2002	May 6, 2002
Canadian Broadcasting Corporation, province-wide, Que. and N.-B. Syndicat des communications de Radio-Canada	Wages and pay equity	1,200	Mar. 22, 2002	May 22, 2002
Bombardier inc., Dorval, Mirabel and St-Laurent, Que. Intl. Association of Machinists and Aerospace Workers	Wages and pension	7,500	Apr. 15, 2002	May 6, 2002
Siemens Westinghouse, Hamilton, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	700	Apr. 23/2002	May 12, 2002
Vidéotron Ltée., Montréal, Que. Canadian Union of Public Employees	Wages and job security	2,200	May 8, 2002 (Strike followed by lock-out)	

Calendars of Collective Agreements Expiries and Reopeners

*The **2002** Calendar listings for*
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Workplace Information

Information sur les milieux de travail

INFORMATION PRODUCTS AND CLIENT SERVICES

Client Services

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

Wage Settlements Bulletin

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by e-mail, mail or fax).

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Développement des ressources humaines Canada

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Information sur les milieux de travail

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SUMMARIES

Fenwick Automotive Products,City Wide Automotive Transmission Services and Fapco Automotive Inc. *and* **United Steelworkers of America**

- 800 production and maintenance employees in Toronto, Ontario, signed a 36-month agreement which runs to February 28, 2005
- wage adjustments of 3.5 per cent on March 1, 2002 and 2003, and 3.75 per cent on March 1, 2004
- lump-sum payment of $150
- pension plan contribution increased and life insurance benefit improved
- improvements to shift premiums and vacation entitlement

continued

Canada

Bell Canada *and* **Canadian Telephone Employees' Association**

- 14,500 office and clerical employees, province-wide, Quebec and Ontario, reached a 36-month agreement which expires May 31, 2005
- wage adjustments of 4.0 per cent for Group A and 3.5 per cent for Group B on June 1, 2002; 3.0 per cent on June 1, 2003 and 2004 for these employees
- lump-sum payments of $1,000 on July 31, 2002, June 20, 2003 and June 18, 2004 for Group C employees
- lump-sum payments of $350 on July 31, 2002 and $150 on October 23, 2002 for all employees
- Achievement Incentive Plan Team Award increased to 5.5 per cent (previously 5.0 per cent) for the duration of the agreement and a new individual performance award will be added
- Omniflex, an enhanced flexible benefits plan which provides more choice to regular employees, will be offered as of July 2003
- as of June 1, 2002, all employees will have more flexibility for time off for personal medical or dental appointments or family related responsibilities

Canadian Food Inspection Agency *and* **Professional Institute of the Public Service of Canada**

- 530 veterinarians, Canada-wide, reached a 36-month agreement which expires September 30, 2003
- wage adjustments of 3.2 per cent plus a wage restructuring adjustment of 3.8 per cent on October 1, 2000; 2.8 per cent on October 1, 2001, another wage restructuring adjustment of 3.7 per cent on May 27, 2002; 2.5 per cent on October 1, 2002
- improvements in meal allowance and shift premium
- vacation leave improved to provide 22 days after 16 years of service, 27 days after 27 years and 30 days after 28 years
- employer is now a member of the National Joint Council and the parties have agreed to re-introduce the former National Joint Council agreements' language dealing with health and safety standards, Public Service Health Care Plan, etc.

Nova Scotia Association of Health Organizations *and* **Canadian Union of Public Employees**

- 2,800 health and social care employees with eight district health authorities, province-wide, except Halifax, reached a 36-month agreement which expires March 31, 2004
- wage adjustments of 2.0 per cent on April 1, 2001, 2002 and 2003, and a 1.5 per cent advance on a potential job evaluation adjustment to all employees except clerical employees on May 13, 2002
- lump-sum payment of $1,500 for full-time employees; prorated for part-time employeees
- introduction of a retirement allowance of one week's salary for each year of service up to 23 weeks
- improvements in shift and standby premiums and a dental plan has been introduced
- improvements in transportation and travel allowances

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Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
NEWFOUNDLAND		
√ Fishery Products International Limited, Bonavista and other centres **0030410**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (2,500 plant, maintenance, office and clerical employees)	May 16/2002 ********** Jan. 1/2002 - Dec. 31/2002
√ Government of Newfoundland and Labrador, province-wide **0537208**	Newfoundland and Labrador Nurses' Union (5,000 nurses)	May 24/2002 ********** July 1/2001 - June 30/2004
Kiewit Offshore Services, Division of Peter Kiewit and Sons, Marystown **0203909**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (450 production employees)	April 6/2002 ********** April 17/2002 - April 16/2006
PRINCE EDWARD ISLAND		
Government of Prince Edward Island, province-wide **0460611**	Cdn. Union of Public Employees (620 maintenance, office and clerical employees and bus drivers)	May 15/2002 ********** July 1/2002 - June 30/2005
NOVA SCOTIA		
√ Construction Management Bureau Limited, Mainland **0250106**	Intl. Union of Painters and Allied Trades (200 painters)	Jan. 9/2002 ********** Sept. 2/2001 - April 30/2006
√ Delta Halifax, Halifax **0647407**	Hotel Employees and Restaurant Employees Intl. Union (120 hotel employees)	April 11/2002 ********** April 1/2002 - March 21/2005
√ Government of Nova Scotia, province-wide **1118302**	Nova Scotia Government Employees Union (5,300 administrative, scientific and other professional employees)	May 2/2002 ********** April 1/2000 - March 31/2004
Nova Scotia Association of Health Organizations, province-wide **1118402**	Cdn. Union of Public Employees (2,800 health and social care professional employees)	May 13/2002 ********** April 1/2001 - March 31/2004

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	NEW BRUNSWICK		
	Electrical Contractors Association of New Brunswick Inc., province-wide **0273308**	Intl. Brotherhood of Electrical Workers (350 electricians)	May 29/2002 ********** May 29/2002 - Dec. 31/2003
	QUEBEC		
√	Blue Water Seafoods, Division of Unilever Canada Inc., Lachine **0031307**	Fédération du commerce inc. (180 plant and maintenance employees)	April 21/2002 ********** Nov. 16/2001 - Nov. 15/2005
√	Bombardier Inc., Canadair, St. Laurent, Dorval and Mirabel **0189406**	Intl. Association of Machinists and Aerospace Workers (7,400 plant and maintenance employees)	May 3/2002 ********** May 3/2002 - Nov. 30/2005
√	Bonneville Portes et Fenêtres, Ste-Marie-de-Beauce **1077702**	Fratenité nationale des forestiers et travailleurs d'usine (280 plant and maintenance employees)	May 17/2002 ********** May 30/2002 - Jan. 31/2007
	Cambior, La Mine Doyon, Rouyn-Noranda **1066602**	United Steelworkers of America (310 mine employees)	May 11/2002 ********** Dec. 1/2000 - Nov. 30/2006
√	Compagnie Héroux-Devtek inc., Longueuil **0190007**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (360 plant and maintenance employees)	April 6/2002 ********** April 17/2002 - April 30/2005
	Dutailier Inc., Saint-Pie **1154802**	Centrale des syndicats démocratiques (250 production employees)	April 10/2002 ********** April 30/2002 - Aug. 12/2006
√	Government of Quebec, province-wide **0750908**	Syndicat des professeurs de l'État du Québec (600 professors)	May 10/2002 ********** July 1/2002 – June 30/2003
√	Quebec Fashion Apparel Manufacturers' Guild, province-wide **0817305**	Union of Needletrades, Industrial and Textile Employees (1,100 production employees)	May 28/2002 ********** June 1/2002 - May 31/2006
√	Société de télédiffusion du Québec, province-wide **0391808**	Syndicat des employés en radio-télédiffusion de Télé-Québec (130 technical employees)	April 16/2002 ********** Jan. 1/2002 - June 30/2005 Reopener : Dec. 31/2003

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	ONTARIO		
√	Catholic Children's Aid Society of Toronto, Toronto **0628810**	Cdn. Union of Public Employees (300 health and social care employees)	May 21/2002 ********** April 1/2002 - March 31/2004
	Corporation of the City of Brampton, Brampton **1236902**	Cdn. Union of Public Employees (550 inside and outside employees)	May 22/2002 ********** April 1/2002 - March 31/2005
√	Government of Ontario, province-wide **0671208**	Ontario Public Service Employees Union, Working Conditions Agreement (43,500 all categories employees)	May 5/2002 ********** Jan. 1/2002 - Dec. 31/2004
√	Government of Ontario, province-wide **1289601**	Ontario Public Service Employees Union (38,000 employees)	May 5/2002 ********** Jan. 1/2002 - Dec. 31/2004
√	Government of Ontario, province-wide **0672112**	Ontario Public Service Employees Union (5,500 correctional officers)	May 5/2002 ********** Jan. 1/2002 - Dec. 31/2004
	Queen's University, Kingston **1170905**	Queen's University Faculty Association (860 professors and librarians)	May 11/2002 ********** May 1/2002 - April 30/2005 Reopener: April 30/2004
√	Toronto Star Newspapers Limited, Toronto **0144907**	Communications, Energy and Paperworkers Union of Canada (900 print media employees)	April 28/2002 ********** Jan. 1/2002 - Dec. 31/2004
√	Waterloo Region District School Board, Kitchener and area **1123203**	Elementary Teachers' Federation of Ontario (2,050 elementary teachers)	May 14/2002 ********** Sept. 1/2001 - Aug. 31/2002
	MANITOBA		
√	Lord Selkirk School Division No. 11, Selkirk **0493508**	Manitoba Teachers' Society (330 elementary and secondary employees)	May 7/2002 ********** July 1/2000 - June 30/2003
√	Winnipeg School Division No. 1, Winnipeg **0491709**	Manitoba Teachers' Society (2,900 elementary and secondary teachers)	May 14/2002 ********** July 1/2000 - June 30/2003

continued

	Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
	SASKATCHEWAN		
√	Extendicare (Canada) Inc., Regina, Moose Jaw and Saskatoon **0868505**	Saskatchewan Union of Nurses (130 nurses)	May 8/2002 ********** April 1/2002 - March 31/2005
√	Saskatchewan Association of Health Organizations, province-wide **1052803**	Saskatchewan Union of Nurses (7,780 nurses)	May 24/2002 ********** April 1/2002 – March 31/2005
	ALBERTA		
√	Owens-Corning Canada Inc., Edmonton **0232608**	Communications, Energy and Paperworkers Union of Canada (110 plant and maintenance employees)	May 2/2002 ********** Aug. 1/2001 - July 31/2004
	BRITISH COLUMBIA		
√	B.C. Gas Utility Ltd., province-wide **0865406**	Office and Professional Employees Intl. Union (620 technical, office and clerical employees)	May 24/2002 ********** April 1/2002 - March 31/2007 Reopener: Sept. 30/2006
√	British Columbia Hydro and Power Authority, province-wide **0412908**	Office and Professional Employees Intl. Union (3,000 technical, office and clerical employees)	May 31/2002 ********** April 1/2002 - March 31/2005
√	KFC Canada, province-wide **0653106**	Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (510 food service employees)	May 28/2002 ********** July 1/2001 – June 30/2004
√	Pacific Transit Cooperative, Vancouver **1158203**	Amalgamated Transit Union (130 taxi operators)	May 16/2002 ********** Oct. 1/2001 - Sept. 30/2004
	MULTIPROVINCE		
	Algoma Central Railway Inc., system-wide **1024203**	Various unions (125 railway employees)	Feb. 25/2002 ********** Feb. 1/2001 - Jan. 31/2005
√	Canadian Broadcasting Corporation, province-wide, Quebec and Moncton, New Brunswick **1019702**	Fédération nationale des communications (1,380 broadcast and TV employees)	May 22/2002 ********** May 31/2002 - March 28/2004

continued

Employer, Location and Reference Number	Union and Bargaining Unit	Settlement Date ********** Term of Contract
MULTIPROVINCE (continued)		
Canadian Food Inspection Agency, Canada-wide **1248201**	Professional Institute of the Public Service of Canada (530 veterinarians)	May 27/2002 ********** Oct. 1/2000 - Sept. 30/2003
H.M. Trimble and Sons (1983) Limited, Western Region **0355607**	Intl. Union of Operating Engineers (180 truck drivers)	April 9/2002 ********** Dec. 1/2001 - Nov. 30/2003
√ Institute of Communications and Advertising and Association of Canadian Advertisers, system-wide **1228002**	ACTRA National (3,830 performers)	May 8/2002 ********** Feb. 1/2002 - June 30/2004

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Canada	Various unions	17,300	B/CO/ARB	Jan. 01-May 02
• Canada Customs and Revenue Agency	PIPS	9,490	B	June 01
• Air Canada	CUPE	4,500	MED	Oct. 01
• Canada Post	Postmasters	10,000	B	Dec. 01
• CN Rail	Various unions	5,230	TENT	June 01
• VIA Rail	BLE	500	MED	Dec. 00
• Government of Nova Scotia	Teachers	10,600	B	Dec. 01
• Government of New Brunswick	CUPE (Education)	1,600	B	Feb. 02
• Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	Various
• Security and Investigation Agency (Que.)	Steelworkers	8,020	B	June 02
• Stelco (Ont.)	Steelworkers	4,000	B	June 02
• City of Toronto	CUPE/Police/Firefighters	28,720	B/CO/ARB	Various
• Liquor Control Board of Ontario	LCBO Employees Union	4,400	TENT	Mar. 02
• Ontario Hospital Association	PAIRO/OPSEU	7,300	B	Mar. 02
• International Truck and Engine Corp. of Canada (formerly Navistar International) (Ont.)	CAW	2,100	WS	June 02
• Regional Health Authorities of Manitoba	MGEU/CUPE	13,400	B	Mar./Apr. 02
• Boeing (Man.)	CAW	1,350	B	June 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; MWS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

continued

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status[1]	Expiry month
• Government of Saskatchewan	Teachers	12,150	B	June 02
• Health Authorities of Alberta	Various unions	18,140	B	Mar. 02
• TELUS (B.C. and Alta.)	TWU	16,710	B	Dec. 00
• Alcan Smelters and Chemicals (B.C.)	CAW	1,350	B	June 02
• Government of the Northwest Territories	PSAC/Northern Workers	3,000	TENT	Mar. 02

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM MAY 31, 2002 TO JUNE 27, 2002

Employer, Location, Union	Issues	Number of employees	Starting	Ending
Vidéotron Ltée., Montréal, Que. Canadian Union of Public Employees	Wages and job security	2,200	May 8, 2002 (Strike followed by lock-out)	
Navistar International Corporation Canada, Chatham, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	Not available	800	June 1, 2002	
Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie	Job security and subcontracting	500	June 18, 2002	
City of Toronto, Toronto, Ont. Canadian Union of Public Employees	Not available	6,800	June 26, 2002	

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